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DD/S 39-3167

Case 4-4695

Feb 59

Ogc 90539

MEMORANDUM FOR: Deputy Director (Support)

OGC HAS  
REVIEWED.

SUBJECT: Financial Hardships in Maternity Cases at Posts  
Where Inadequate Medical Facilities Exist

REFERENCES: (a) Memorandum for Deputy Director (Support)  
from Chief, Medical Staff, Subject: Medical  
Separation Allowance, dated 18 December 1958

(b) Memorandum for Deputy Director (Support)  
from Chief, NEA, Subject: Financial Assistance  
for Medical Cases in Emergency Areas (with  
attachments), dated 15 December 1958

(c) Memorandum to Director of Central  
Intelligence from Chief, FE, Subject: Medical  
Separation Allowance, dated 16 December 1958

(d) Memorandum for Chief, Medical Staff  
from Deputy Chief, Medical Staff, Subject:  
Stations and Bases Having Inadequate Medical  
Facilities, dated 26 January 1959

1. This memorandum contains recommendations submitted for DD/S approval. Such recommendations are contained in paragraph 10.

2. References (a), (b), and (c) recite certain financial hardships encountered by Agency employees in areas of the world where inadequate medical facilities exist, thereby requiring patients to travel from the employee's area of assignment to another area where suitable hospital facilities exist. Various solutions to alleviate these hardships were also presented in these references. Reference (d) indicates the stations and bases concerned.

3. These financial hardships arise, as a rule, only in maternity cases since our overseas hospitalization and medical travel programs provide substantial coverage for conditions, other than maternity, which require hospitalization. Maternity cases, however, including both hospitalization and travel expenses, are specifically excluded from our overseas programs. This memorandum, therefore, is concerned with those financial hardships experienced by employees at posts where adequate facilities for maternity cases do not exist.

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4. The types of expenses which are identified in references as warranting Agency consideration for reimbursement include the following:

- a. Travel expenses of the patient and an attendant, where medically required, from the post to the evacuation city and return travel to the post;
- b. Living expenses in the evacuation city while the patient is awaiting admission to the hospital;
- c. Expenses for care of minor dependents remaining at the post;
- d. Hospital and Doctor expenses;
- e. The patient's living expenses in the evacuation city after discharge from the hospital during a period of recuperation.
- f. Possible second trip from the post to evacuation city for attendant to accompany the patient back to the post.

5. It is our opinion that serious consideration should not and perhaps legally, cannot be given to any proposal for reimbursement of the full range of expenses listed above. We feel very strongly that consideration should only be given to the possibility of reimbursement of such expenses as:

- a. Are clearly and unseasonably beyond the normal range of personal expense encountered in maternity cases under average conditions in the U.S. or abroad;
- b. Are not specifically prohibited or denied other government employees by statute or established interpretation thereof;
- c. Are excessive to those intended to be provided for in Government overseas allowances and salary differentials.

6. Using these criteria we find that transportation expenses to a point where adequate medical facilities for maternity cases are available appear to qualify in principle for reimbursement. However, it is our positive understanding that it was the intent of Congress to exclude such travel from the Government dependents medical benefits program. It appears to us, however, that a perfectly acceptable remedy is already at hand. It is our understanding that a Rest and Recreation travel program has been authorized by CIA for hardship posts and we believe that any post lacking medical facilities adequate for childbirth should qualify as a hardship post. The normal date for child delivery can be anticipated many months in advance. Accordingly, it is pointed out that any employee can conserve his authorized R&R travel, if he so desires, to protect himself against the heavy expenses of maternity travel.

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7. The proposal that the Agency finance the cost of two round trips to the evacuation city in order that the employee may escort his wife and child back to the post does not appear to warrant consideration. Travel will be performed by air and the provision of an escort for the return trip of the mother and child does not appear medically necessary. The expense is clearly avoidable but if the employee chooses to accompany his wife and child on the return trip the cost should rest with him.

8. A second category of expenses also appears to qualify for reimbursement. These are the patient's living expenses in the evacuation city prior to entrance and after discharge from the hospital. The period of separation will probably range from six weeks to three months. Airline rules normally preclude travel within several weeks of anticipated delivery and return travel should not be medically attempted until the mother and child are clearly in condition to do so. Our proposed solution, therefore, to the additional living expenses the employee will incur by reason of maintaining his family at two separate points is to authorize a separation allowance. The payment of a separation allowance under conditions of maternity separation necessitated by the lack of adequate medical facilities at the post of duty appears to be in [REDACTED] with the statutory concept that separation is warranted at posts which are "notably unhealthful." In this case we will merely be extending the general concept of "notably unhealthful" conditions to a specific factual condition, i.e., childbirth at a post lacking adequate medical care is distinctly unhealthful, indeed dangerous, to the individual.

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9. With respect to the other expenses for which consideration is requested, we recommend that no relief be granted. The Agency offers an adequate insurance plan with respect to hospitalization and medical expenses. Possible additional expenses for the care of other minor dependents remaining at the post during the extended absence of the mother are too problematical and personal to the individual to warrant official consideration. This position is particularly valid in recognition of the post differential payable to employees stationed at hardship posts.

10. The following recommendations are made:

a. That the Chief, Medical Staff maintain a current list of STATIONS throughout the world where adequate Government or indigenous facilities for child delivery do not exist;

b. That an R&R program be authorized for each such post (if such has not already been done) and that employees anticipating family increases be cautioned and authorized to combine the maternity evacuation with their R&R travel;

c. That the standard separation allowance be granted from the time of the employee's departure from the evacuation city until the patient's departure from the evacuation city, excluding the period of her hospital confinement;

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d. That the Agency not concur the expenses for care of minor dependent children remaining at the post;

e. That the Agency not concur the expenses of the employee's second trip to the evacuation city.

/s/ Gordon M. Stewart

Gordon M. Stewart  
Director of Personnel

CONCUR:

\*Pending the pursuit and obtainment of legislative authorities.

Signed

John R. Tietjen, M. D/  
\* Chief, Medical Staff

19 MAR 1959  
Date

(sgd) Richard M. Bissell, Jr.  
Deputy Director (Plans)

25 MAR 1959  
Date

s/ Lawrence R. Houston  
\* General Counsel

6 Jul 59  
Date

See General Counsel memorandum dtd 6 july 59

The recommendations contained in paragraph 10 are approved

Signed

L. K. White  
Deputy Director  
(Support)

9 Jul 1959  
Date

Distribution: 0 & 1 - D/Pers. w Tabs A,B,C&D  
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OP/DC/Pers/ [REDACTED] :jyr (4 Feb 59)

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**SUBJECT: Medical Separation Allowance**

separation allowance policy preparatory to the regulatory formulation of applicable posts, allowance rates, and other pertinent procedural details.

**JOHN R. ZIMMERMAN, M.D.**  
Chief, Medical Staff

The recommendation contained in Paragraph 4 is approved.

Deputy Director (Support)

Date

**Attachments: (2)**  
**Referenced Memoranda**

MS, [REDACTED] :mm

**Distribution:**

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**CONFIDENTIAL** WE/SS-38

MEMORANDUM FOR: DEPUTY DIRECTOR/SUPPORT  
THROUGH : SSA/DBS  
SUBJECT : Financial Assistance for Medical Cases  
in Emergency Areas

1. Paragraph three of this memorandum contains a recommendation for approval of reimbursement to NEA personnel for extraordinary expenses incurred in transporting and maintaining dependents at a site where adequate medical facilities exist when such facilities do not exist at the employee's post of assignment.

2. This Division's expanding program of operations in our extreme hardship areas, [REDACTED] has progressed to a point where it has become difficult to assign qualified personnel to these areas without accepting inherent personal problems. Basic among these problems has been that of pregnancy of the wife of an assignee. Currently, we have two field cases involving pregnancy at hardship posts, (see Attachment A). A third case recently presented by [REDACTED] has been forwarded to [REDACTED] Chief Operations Division, Medical Staff, for further medical investigation. The CIA medical program conducted by Office of Personnel has been most helpful in a number of cases. However, this program is restrictive in its benefits and the employee is sometimes burdened with an unreasonable financial obligation in instances where extensive recuperation periods away from the post are required for the employee and/or dependents. We feel a case in point is excellently illustrated with that of [REDACTED] (Attachment B and C).

3. In the light of NEA Divisions expanding scope of operations and in anticipation of future medical emergencies it is recommended that consideration be given for reimbursement of extraordinary types of medical expenses, covering

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pregnancy cases, incurred by NEA personnel assigned to hardship field posts. These expenses should include but not be limited to (a) subsistence for both the patient and the attendant traveling with patient to the point of hospitalization and a second round trip by an attendant to accompany the patient and child back to the employee's post, (b) nursing care for young dependents that must remain at employee's post while employee escorts wife to point of hospitalization; (c) cost of quarters for patient at medical site while awaiting entrance to hospital. (This normally occurs when patient must use plane accommodation to hospital site and is required to travel one month prior to estimated delivery date.) This Division plans to present these cases to your office, on an individual case basis, for consideration of allowing full or partial relief for such extraordinary expenses incurred.

4. The foregoing is presented as a means to strengthening the morale of our career employees in accepting assignments to certain hardship posts, within NEA and to request adoption of a policy covering childbirth cases at foreign posts. It is recommended that consideration be given to the adoption of the present policy of the Defense Department wherein in certain unusual cases the dependent is tendered complete hospitalization coverage.

5. An early reply to this proposal will be appreciated.



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Chief  
Division of Near East  
and Africa

ATTACHMENTS: A, B, & C

Distribution:

- 0 & 1 - Addressee w/attachments
- 1 - SSA/DDS w/o attachments
- 1 - OPS Med w/o attachments
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- 1 - [REDACTED]
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16 DEC 1958

TO: DIRECTOR OF CENTRAL INTELLIGENCE

SUBJECT: Medical Separation Allowance

1. PROBLEM:

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Staff Employees and their dependents at [REDACTED] do not have adequate medical facilities available to them at [REDACTED]. When necessary, U. S. Government officials and/or U. S. Government medical authorities at [REDACTED] order these employees and/or their dependents to depart from [REDACTED] and evacuate them to a city where adequate medical facilities exist. As a result, these employees and/or their dependents incur expenses within the city to which they are evacuated while waiting admission to the medical facility and while recuperating after dismissal from same prior to departure for [REDACTED].

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2. ASSUMPTIONS:

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None.

3. FACTS BEARING ON THE PROBLEM:

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a. Residence at [REDACTED] must be retained and maintained.

b. Separation of Staff Employee and/or dependent(s) from [REDACTED] residence results in increased living expenses.

c. Reimbursement for such increased living expenses can not be accomplished [REDACTED] Hospitalization Insurance, Federal Employees Compensation legislation, or Agency regulations.

d. Increased living expenses would not be incurred if adequate medical facilities existed within [REDACTED]

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e. The [REDACTED] Station is a hardship post with a mission that requires the assignment of experienced and capable personnel. The lack of medical facilities within [REDACTED] makes recruitment a serious problem. This problem is aggravated by the lack of authority to grant reimbursement for increased living costs in a foreign city after evacuation from [REDACTED] due to medical reasons.

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**4. DISCUSSION:**

None.

**5. CONCLUSIONS:**

When, due to the lack of adequate medical facilities, a Staff Employee and/or his dependent(s) is ordered by a competent U. S. Government official and/or U. S. Government medical authority to depart [REDACTED] and travel to a city where such facilities exist, the employee and/or his dependent(s) should be reimbursed for his increased living costs from the time of arrival at such city until he is admitted to such medical facility for treatment and after dismissal from such facility until the time he departs enroute to [REDACTED]

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**6. ACTION RECOMMENDED:**

Authorize payment of a medical separation allowance to the Staff Employee and/or dependent(s) at the per diem rate authorized for the city to which the employee and/or his dependent(s) is evacuated from the time of his arrival at that city to the time he enters the medical facility for treatment and from the time he is dismissed from the medical facility until he departs the city to which he has been evacuated enroute to [REDACTED]. The employee and/or dependent(s) must certify that he departed the city to which evacuated via the first available transportation after receipt of medical advice that travel could be accomplished without danger to his health.

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[REDACTED]

Chief, Far East Division

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**CONCUR:**

_____	_____
	<b>Medical Staff</b>
_____	_____
	<b>Office of Personnel</b>
_____	_____
	<b>Office of the Comptroller</b>
_____	_____
	<b>Office of General Counsel</b>
_____	_____
	<b>Special Support Assistant to Deputy Director (Support)</b>
_____	_____
	<b>Deputy Director (Support)</b>

**ACTION BY APPROVING AUTHORITY:**

**APPROVED:**

\_\_\_\_\_  
**Director of Central Intelligence**

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6/19/59 3/67

OGC 9-1033

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7/26/59

6 July 1959

**MEMORANDUM FOR: Director of Personnel**

**SUBJECT: Separation Allowance for Maternity Reasons  
at Posts where inadequate Medical Facilities  
Exist**

On the information submitted in the 10 June 1959 memorandum to you from the Chief, Contract Personnel Division, and the information received from the Department of State on current practice, we see no legal objection to the payment of separation allowances under the circumstances outlined.

*Lawrence R. Houston*

**LAWRENCE R. HOUSTON  
General Counsel**

OGC:LRH:jeb  
Orig & 1-Director of Personnel  
2-DD/S  
1-C/MS  
1-OGC  
1-CC/DDP  
1-Comptroller  
1-SSA/DDS  
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1-C/NEA

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